

Exhibit 3

INLAND WATERS DIVISION

-DIVISION DE AGUAS INTERIORES

EMPLOYEE GRIEVANCE FORM

FORMULARIO PARA LA RADICACION DE QUERRELLA DEL EMPLEADO

DATE FILED 4-1-97 EQUIPMENT NAME _____
 FECHA DE RADICACION _____ NOMBRE DEL EQUIPO _____
 COMPANY NAME CROWLEY MARINE ADDRESS PIER #10
 NOMBRE DE LA COMPAÑIA _____ DIRECCION SAN JUAN, PUERTO RICO

PORT San Juan
 PUERTO _____
 NAME R. Tlaxaraza BOOK # _____ SOC-SEC. # 583-13-9803
 NOMBRE _____ LIBRO # _____ # SER. SOCIAL _____
 JOB CLASSIFICATION ENGINEER DATE OF GRIEVANCE 4-1-97
 CLASIFICACION DEL EMPLEO _____ FECHA DE QUERRELLA _____

GRIEVANCE: _____
 QUERRELLA _____
Crowley Marine (THE COMPANY) GAVE ME
A LETTER OF LAYOFF, (ON 4-1-97 BUT DATED 3-27-97)
WHEN THE CLOSING OF PIER 10 AT SAN JUAN. THE WORKERS
WITH LESS COMPANY SENIORITY WERE NOT GIVEN THE LAYOFF
MY COMPANY SENIORITY WAS VIOLATED. I WAS DISCRIMINATED

CLAUSE OF CONTRACT VIOLATED: ARTICLE IV. SECTION 1
 VIOLACION DE CLASUSULA CONTRACTUAL _____

Trabajando al momento RAFAEL CAMPO
RICHARD HOLLIS, VASQUEZ RIVERA y otros

SETTLEMENT DESIRED: * Que se Respete CLAUSULA ARTÍCULO IV. SECTION 1
 ACUERDO QUE DESEA OBTENER _____

* Que me paguen sueldo dejado de ganar y
nos Repongan Ni Plaza

RECEIVED
 APR 01 1997

By _____

EXHIBIT
 10-B to Ruiz
 Affidavit